



# NEW CASTLE COUNTY DIVISION OF POLICE

A COMPREHENSIVE LOOK INTO OUR DIVISION

## A MESSAGE FROM COLONEL VAUGHN M. BOND, JR. REGARDING POLICING WITHIN OUR COMMUNITIES



First and above all, I want to express my heartfelt sympathy to the family of Mr. George Floyd. The video of Mr. Floyd's murder is shocking, deeply disturbing, and heartbreaking to watch. I am disturbed and appalled by the actions of those who carried out this inhumane act.

Citizens across the United States and several other countries have taken to protest to express their anger, frustration, and lack of trust of the Law Enforcement profession. I can assure you that the New Castle County Division of Police is listening. For years, we have been very responsive to our communities and I vow that we will continue to do so. I look forward to working together to address concerns and to improve our delivery of police services. By doing so, we will build upon the trust and understanding we presently have. We are the community we serve.

Many times, use-of-force incidents bring about questions and concerns regarding police policies and procedures. Over the past few weeks, I have received countless emails from the public asking these very same questions. I proudly respond to each one because I want our community to know that our training, practices and policies are comprehensive and consistent with best practices. I also want to share that the New Castle County Division of Police is a progressive, transparent and accountable police department.



I hope that the responses to the questions many have will provide the insight necessary for our community members to better understand our policies and procedures. I also encourage you to visit the rest of our website to learn more about our fine police department and the men and women who are dedicated to serving you.

The New Castle County Division of Police is a very progressive agency and is setting the standard for others to follow. There are nearly 18,000 police agencies in this country, only 800 of them are Commission on Accreditation for Law Enforcement Agencies or "CALEA" accredited. I am proud that we are one of those 800 furthermore we are one of the few agencies that received 100% compliance. This means that we meet all CALEA standards and have extensive policies that are continually reviewed. By implementing these policies, we are able to provide proof to the commission that our practices match our policies.

Now to be clear, we are not perfect, and we've made mistakes over the years, but we try to use them as learning opportunities which may explain why we have an abundance of policies and procedures. The New Castle County Division of Police policies and procedures already align with #8cantwait. In fact, please visit our website [www.nccpd.com](http://www.nccpd.com) to view many of them. We did not post those policies that jeopardized officer safety which I hope you understand. There is a saying "from great tragedy comes great opportunity" and the tragic events that unfolded in Minneapolis have given rise to many movements, in particular, the "#8Cantwait". I would like to take the opportunity to address the numerous issues raised by this and other reform campaigns.



# OUR RESPONSE AND POLICIES

## BAN CHOKEHOLDS AND STRANGLEHOLDS



At the New Castle County Division of Police, we train our officers in the academy and throughout their careers in weaponless defense tactics. We do not train officers to perform chokeholds/strangleholds as they are not authorized for use by our department.

## REQUIRE DE-ESCALATION

We train our officer's in the academy and throughout their careers in de-escalation tactics and verbal judo, with the goal of preventing the situation from escalating to a use of force incident. If time permits, our officers will give commands prior to discharging their weapons, lethal and less than lethal. The Force Science Institute studies the use of force incidents to include the discharging of firearms. They determined from their research that a suspect can draw a pistol from their waistband, point, and shoot in an average of .25 seconds. Given the speed in which a deadly force incident can unfold, it is not always possible to provide a warning prior to the discharge of an officer's firearm. We have been asked, "do we train our officers to use force on anyone who is simply verbally abusing us?" The answer is simply and unequivocally, no. Our use of force is only applied if the subject is actively resisting, the officer is threatened, or force has been used against the officer or another person. Once the subject is restrained the officers will discontinue all force.



## REQUIRE WARNING BEFORE SHOOTING

## REQUIRE EXHAUST OF ALL ALTERNATIVES BEFORE SHOOTING



The discharging of our firearms is the last action an officer wishes to take. Unless an immediate threat is presented to the officer or another person, we will make every effort to disarm and apprehend the suspect by using de-escalation and verbal judo tactics. If time permits, we will summon negotiators or our specially trained Crisis Intervention officers to the scene to further communicate with the person in crisis.



## DUTY TO INTERVENE

Our officers are aware of their responsibility to intervene and report if they see another officer acting in a manner inconsistent with policies and procedures. We will hold officers accountable if they fail to take intervening action.





## BAN SHOOTING AT MOVING VEHICLES

The discharging of firearms is prohibited at a motor vehicle and/or its occupants, unless as a last resort and only when the operator is utilizing the vehicle as a deadly weapon. Again, this is a last resort and only acceptable when the officer believes employing deadly force creates no substantial risk of injury to innocent persons.



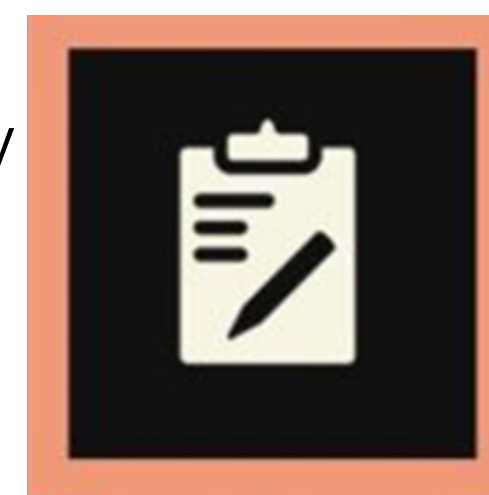
## REQUIRE USE OF FORCE CONTINUUM

Many years ago, we utilized a force continuum, but the experts determined that this response was detrimental to police officers as its delayed actions resulting in officers being injured or killed. Our training since that time has taught officers to use a reasonable amount of force to control and apprehend the subject they are dealing with, as established in Graham vs. Connor. In other words, if an armed suspect is pointing their firearm at the officer or another person, the officer is not required to use a less lethal method such as a taser to stop the threat. They can immediately display and utilize their firearm if necessary. Remember the .25 seconds it takes to discharge a firearm at another person. Also, our officers are trained as nationally registered emergency medical responders. As such, they are expected to provide medical aid in all situations when it is safe to do so. However, if a threat still exists, for instance, another armed subject, they will not be able to apply life-saving measures.



## REQUIRE COMPREHENSIVE REPORTING

All use of force incidents requires a use of force report from the involved officer and that incident is reviewed by a Sergeant, Lieutenant, Captain, and then our Professional Standards Unit (Internal Affairs). This includes the display of lethal and less than lethal weapons. If the use of force, or display, is not consistent with policy, it will be assigned for an internal investigation that could result in discipline ranging from suspension to termination. We require remedial training as part of our disciplinary process. Whether it is part of a sustained violation or simply that supervision felt the officer needed a retraining on policy and procedures, training is paramount. It is also important to state that some policy violations could result in termination on the first offense. However, we operate on a progressive discipline matrix which means if an officer violates the same offense in a 3-year period the discipline they face increases. The New Castle County Division of Police utilizes an early warning system, monitored by our Professional Standards Unit, that tracks the number of uses of force incidents an officer has. If an officer reaches our set threshold, we mandate an automatic supervisor review to determine if there are potential issues or concerning patterns exhibited by the involved officer.



We take citizen complaints seriously and they are fully investigated when reported to us. We encourage the community to file complaints online by clicking [here](#), in person, or over the phone if they have an encounter with an officer that they feel was unfair or they were mistreated. If there is a sustained violation, our agency mandates remedial training for the officer.

## RESOURCES MENTIONED

COMMISSION ON ACCREDITATION FOR LAW ENFORCEMENT AGENCIES  
NEW CASTLE COUNTY POLICE WEBSITE  
THE FORCE SCIENCE INSTITUTE  
GRAHAM VS CONNOR

WWW.CALEA.ORG  
WWW.NCCPD.COM  
WWW.FORSCIENCE.ORG  
WWW.LEXISNEXIS.COM



# WHERE TO GO FROM HERE

In addition to addressing the previous concerns, the New Castle County Division of Police, the only large police agency in the state to do so, has deployed officers with body-worn cameras (BWC) since 2016. Body worn cameras are issued to officers to allow for hands-free audio and video recording of incidents. The recording should help to enhance one's understanding of the incident. Keep in mind, though, this recording is only a piece of evidence to be considered in reconstructing and evaluating the totality of the circumstances. Some elements may require further exploration and explanation before an investigative conclusion can be reached. Our policy is clear, and our officers fully understand that once they are on-scene they should activate their camera. Should an officer fail to activate their camera during one of the numerous situations outlined in our policy they will be subjected to an internal investigation that could result in discipline and remedial training.

Hiring the right candidate to uphold the rights of the public is a major priority at New Castle County Police. All our applicants undergo extensive background checks, family members, friends, neighbors, former employees are contacted and interviewed, a polygraph examination, medical examination, social media inquiry, and psychological examination are just a few of the steps in the hiring process.

Please keep in mind that my comments reflect the policies of the New Castle County Division of Police. If you have additional questions, please visit our website by clicking [here](#), where many of our policies are posted.

I hope that my responses provide you with some insight into our department. We welcome your input via our citizens survey, by clicking [here](#). I would also encourage you to sign up for our future Citizen's Police Academy. It's a great opportunity to see how we train and serve our communities.







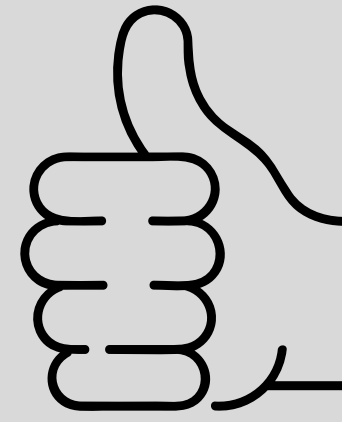
## TRAINING OUR OFFICERS



THE COUNSEL ON POLICE TRAINING (COPT) REQUIRES 16 HOURS OF CONTINUAL EDUCATION ANNUALLY. HOWEVER, NEW CASTLE COUNTY DIVISION OF POLICE AVERAGES 40 HOURS OF TRAINING IN TOPICS SUCH AS ETHICS, DIVERSITY AND USE OF FORCE.

## ACCREDITATION

THERE ARE NEARLY 18,000 POLICE AGENCIES IN THE COUNTRY, ONLY 800 OF THEM ARE COMMISSION ON ACCREDITATION FOR LAW ENFORCEMENT AGENCIES OR "CALEA" ACCREDITED. NEW CASTLE COUNTY POLICE IS ACCREDITED AND ONE OF THE FEW AGENCIES THAT RECEIVED 100% COMPLIANCE.



## BODY WORN CAMERAS



NEW CASTLE COUNTY POLICE IS THE ONLY LARGE POLICE AGENCY IN DELAWARE TO DEPLOY OFFICERS WITH BODY-WORN CAMERAS (BWC) SINCE 2016. BODY WORN CAMERAS INCREASE OUR ACCOUNTABILITY, TRUST AND TRANSPARENCY WITH THE COMMUNITY WE SERVE.

## COMMUNITY POLICING APPROACH

"I LOOK FORWARD TO WORKING TOGETHER TO ADDRESS CONCERNS AND TO IMPROVE OUR DELIVERY OF POLICE SERVICES. BY DOING SO, WE WILL BUILD UPON THE TRUST AND UNDERSTANDING WE PRESENTLY HAVE.

**WE ARE THE COMMUNITY WE SERVE."**

COLONEL VAUGHN M. BOND, JR.



## CONNECT WITH US

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